

# TRIPLER ARMY MEDICAL CENTER (TAMC) SPECIALTY PSYCHOLOGY Postdoctoral Fellowship Training Programs



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## PROGRAM PHILOSOPHY

Our Postdoctoral Fellowship Training Programs strive to provide each postdoctoral psychology fellow with advanced training and specialty expertise. The programs are structured to produce psychologists who are capable of understanding, appreciating, and contributing to the scientific underpinnings of clinical practice. We not only believe that science must inform clinical practice but that practice must inform science.

The Department of Behavioral Health at TAMC offers postdoctoral training in three substantive specialty practice areas recognized by the Commission on the Recognition of Specialties and Proficiencies in Professional Psychology (CRSPPP) of the American Psychological Association (APA) or by the American Board of Professional Psychology (ABPP). These specialty areas are Clinical Child Psychology, Clinical Health Psychology and Clinical Neuropsychology that are accredited as separate postdoctoral programs in their specialty area. Each specialty practice area provides postdoctoral fellows with opportunities to achieve advanced levels of expertise in each specialty area. It is believed that postdoctoral training is the optimal opportunity to develop the high level of specialty expertise needed for health care delivery careers, academic careers or leadership roles in the health care delivery system. Our program highly values interdisciplinary training and multidisciplinary team participation. Our fellows train alongside trainees of many other disciplines, depending on their specialty practice area, e.g., child psychiatry fellows, pediatrics residents, family practice residents, surgery residents, etc. They also participate in multidisciplinary teams in primary care, pain rehabilitation, schools, oncology, etc.

The faculty models interdisciplinary cooperation and demonstrates the unique contributions psychologists can make to multidisciplinary teams, thus helping prepare students to take active and productive roles on such teams.

Our Postdoctoral Fellowship Training Programs strive to facilitate the professional development of each postdoctoral fellow. Each postdoctoral fellow has unique career aspirations and is at his or her individual level of professional development. It is our conviction that this professional development be nurtured. We believe that this requires facilitation of appropriate opportunities for advocacy, development of research interests, cross-specialty or departmental collaborations, membership in professional organizations, and attendance at professional conferences.

## **PROGRAM GOALS**

The education and training goals of our Postdoctoral Training Programs are consistent with our aims to (1) prepare clinical psychologists for clinical psychology practice at an advanced competency level and (2) provide them with advanced specialty level training. The training that we provide includes: (a) diagnosing or defining problems through psychological assessment and implementing psychological interventions; (b) consultation, program evaluation, supervision and/or teaching; (c) strategies of scholarly inquiry; (d) organizational management and administration issues as they affect the service delivery or research setting; (e) professional issues and conduct, including law and ethics, and other psychology service provider standards; and (f) issues of cultural and individual diversity relevant to all of the areas above.

## **SPECIALTY PRACTICE AREAS**

In addition to common training experiences, there are training experiences shared by fellows within a common specialty practice area. These may include university courses, seminars, workshops, case conferences, and clinic and treatment experiences as indicated below.

### **Clinical Child Psychology Fellowship Program**

- Accredited, inactive (2013-2015 training cohort)
- Next APA site visit deferred until 2015
- One military training position is available for the training cycle year 2014-2016
- Due to budgetary constraints, civilian training positions are on hold for training cycle year 2014-2016. Please contact [pedro.a.casas.mil@mail.mil](mailto:pedro.a.casas.mil@mail.mil) for a copy of the Clinical Child Psychology Postdoctoral Training Handbook.

The Clinical Child Psychology specialty training area (or fellowship) prepares postdoctoral psychologists for advanced practice competence in Clinical Child and Adolescent Psychology. The Clinical Child Psychology (CCP) fellowship curriculum is consistent with the “Guidelines and Principles: Accreditation of Postdoctoral Training Programs in Clinical Child Psychology” (APA Division 53 Task Force) and the “Model for Training Psychologist to Provide Services for Children & Adolescents” (Roberts, Carlson, Erickson et. Al., 1998). A Practitioner-Scholar model guides the CCP Fellowship, with an emphasis on clinical practice with children, adolescents, and families that is validated by empirical research. The fellowship is a comprehensive and intensive 2-year training experience. The long-term goals of the program are to prepare postdoctoral psychologists to:

1. Pursue careers in Clinical Child Psychology, and;
2. Make significant contributions to the field of Clinical Child Psychology through delivery of clinical service, program development, research, consultation, or teaching-training activities.

The modalities for training include supervised clinical practice, didactic seminars, case conferences, inter-professional consultation, and team interactions. Fellows gain experience in CCP assessment, consultation/education, treatment, supervision, and research and are exposed to a wide range of psychological, developmental, and medical difficulties. The training experiences are graded, sequential, and graduated in complexity, moving from didactics, supervised practice, and observational learning to self-directed education and autonomous practice. The fellowship emphasizes a knowledge base and a set of foundational competencies (ethics, cultural diversity, professional development, and administration/ management) consistent with a specialty practice in Clinical Child Psychology. The training curriculum provides both a range and depth of learning experiences to ensure development of competency. Due to its unique geographical location and the blend of military & civilian training settings, the fellowship provides exposure to a rich array of cultural, individual, and role differences, including those based on: age, gender, race, ethnicity, culture, national origin, religion, sexual orientation, disability, and socioeconomic status.

**Training Settings.** Fellows spend 2 years (24 hours or more per week) in the Child and Adolescent Behavior Health Service (CABHS). CABHS is an outpatient specialty service within the Department of Behavioral Health at TAMC. CABHS offers service for a range of childhood disorders and family problems. During their primary rotation, fellows conduct evaluations/assessments, provide a variety of treatments, participate in team meetings, supervise junior-level trainees, conduct a scholarly research project, and lead team projects.

Fellows also complete a year-long (12-16 hours per week) rotation in the Pediatric Outpatient Clinic, where they are supervised by a Pediatric Psychologist. During their rotation, Fellows are a part of an inter-professional team that treats children with a wide

variety of medical illnesses. In addition to outpatient care, the rotation also encompasses inter-professional meetings (Morning Report, Grand Rounds, Multidisciplinary Rounds) and various specialty clinics (Adolescent Medicine, PICU, Pediatrics Ward, CF Clinic, Feeding Clinic).

Fellows spend a year (8-12 hours per week) working offsite, either at a public school or community site located on/near a local military installation. These external rotations provide fellows with an opportunity to evaluate and treat childhood disorders in a nontraditional setting, and to gain further experience in community psychology as it pertains to clinical child psychology.

## Clinical Health Psychology Fellowship Program

- **Our program received a seven-year accreditation from the APA Committee on Accreditation, 2014-2021**
- Due to budgetary constraints, civilian training positions are on hold for training cycle year 2014-2016.
- Please contact [pedro.a.casas.mil@mail.mil](mailto:pedro.a.casas.mil@mail.mil) for a copy of the Clinical Health Psychology Postdoctoral Training Handbook.

The Clinical Health Psychology Specialty prepares postdoctoral psychologists in the specialty of Clinical Health Psychology to work in diverse health settings in military and civilian settings. The postdoctoral program follows the postdoctoral education and training guidelines delineated in the 2007 American Psychological Association Division 38 (Health Psychology) sponsored summit meeting revisiting the standards in training in clinical *health psychology* (France et. Al, 2008) and the *Commission for the Recognition of Specialties* in Professional practice (CRSPPP). As an institutional working member of the Council of Clinical Health Psychology Training Programs (CCHPTP), TAMC continues to refine this set of professional competencies to reflect advances in the field as they are integrated into this growing specialty.

The mission of the Clinical Health Psychology postdoctoral training program is to provide a comprehensive and intensive 2-year training program in the specialty area of Clinical Health Psychology to prepare for work in diverse health settings in military and civilian settings. The program's primary goal is to develop board-eligible clinical health psychologists to work across the clinical health psychology spectrum of prevention, treatment and rehabilitation using the biopsychosocial model for addressing disease and wellness. Emphasis is placed on a scholar-practitioner model that is both programmatic and competency based.

At the center of clinical health fellowship training is a set of core competencies and the biopsychosocial model. It is through the establishment of those competencies and application of the model that the fellow is able to be successful in diverse environments of

health psychology. Military fellows will also have a choice of either completing a Master's of Science in Clinical Psychopharmacology (MSCP) or an independent research project.

Clinical psychopharmacology training provides an overview of the biochemical bases of therapeutics, physiology and pathophysiology, and integrated pharmacotherapy necessary to work closely with medical patients and other medical providers in a health setting. These courses are taken through the University of Hawaii – Hilo College of Pharmacy. All fellows will be required to take 3 foundational courses during their first year: Human Physiology, Integrated Pharmacotherapy I and Integrated Pharmacotherapy II. Fellows will choose the MSCP or their research option by October 15 of their first training year. Each of the training settings and rotations offer both unique training opportunities (patient type and setting) as well the opportunity to first establish the core skills and then refine the skills while using the biopsychosocial model. Furthermore, the habit of lifelong learning is instilled in fellows in the field of health psychology.

The fellowship is comprised of 4 major 6-month rotations with correspondingly aligned minor rotations. The major rotations are Behavioral Medicine, Interdisciplinary Pain Management Center, LEAN Healthy Lifestyle Program, and Oncology. The aligned minor rotations are located outside of the Department of Behavioral Health in Cardiology/Cardiothoracic Surgery and the Bariatric Surgery Clinic. Additional elective training experiences can be coordinated within the TAMC system.

## Clinical Neuropsychology Fellowship Program

- One training position is available for an **active duty service member** for the training cycle year 2014-2016.
- Next APA Site Visit is Winter 2021
- Please contact [pedro.a.casas.mil@mail.mil](mailto:pedro.a.casas.mil@mail.mil) for a copy of the Clinical Neuropsychology Fellowship Handbook.

The mission of the Clinical Neuropsychology Postdoctoral Fellowship Program is to provide advanced training in the specialty area of Clinical Neuropsychology in the application of knowledge of brain-behavior relationships for the benefit of patients suffering from disorder, disease, or injury to the central nervous system. The training and program standards of the Postdoctoral Fellowship Program are designed to fulfill criteria designated by the Houston Conference on Specialty Education and Training in Clinical Neuropsychology (Hannay et al., 1998) and prepare fellows for independent practice in the specialty and eventual board certification in Clinical Neuropsychology through the American Board of Clinical Neuropsychology in conjunction with the American Board of Professional Psychology. This specialty area complies with the training guidelines of Division 40 of the American Psychological Association.

Fellows obtain experience and develop a high level of professional expertise in the conduct of clinical neuropsychological evaluations, in differential diagnosis, clinical interviewing and in case formulation based on contemporary clinical practice. Fellows develop a philosophy of neuropsychological assessment, brain organization, and professional ethics and develop professional consultation skills and the ability to provide lectures and information on neuropsychological issues. Fellows obtain skills in treatment intervention, consultation, and supervision of junior trainees, providing input in the development of training curriculum for those trainees. Fellows become highly competent and capable of independent and systematic neuropsychological research. To maintain consistency with the Houston Conference Guidelines on specialty education and training in clinical neuropsychology, the Clinical Neuropsychology Fellowship adheres to a scientist-practitioner model as applied to clinical neuropsychology (Belar & Perry, 1992). That is, aspects of general neuropsychology and education and training are integrated, beginning with doctoral education and continuing through postdoctoral education and training.

The Clinical Neuropsychology Fellowship Program extends over 24 months and is structured to ensure the development of advanced professional and technical expertise in the practice of Clinical Neuropsychology of each fellow based upon sound scientific and professional practice foundations. Fellows are expected to attain the knowledge required for advanced training in Clinical Neuropsychology. Weekly inter-institutional seminars and case conferences are provided via video teleconferencing with fellowship sites in Washington D.C. and with neuropsychology services in other areas of the country. Fellows also participate in the weekly Neuropsychology Service series that may include clinical rounds (case conferences), didactic presentations, and journal club discussions. Fellows present at clinical rounds and review scholarly articles in a group consisting of neuropsychology faculty, rotating interns, and other trainees. Fellows also participate as examinees for ABPP mock examination exercises. Course work in neuroanatomy is required and currently taken as a post-baccalaureate online course. The fellows may attend neurology rounds, neuroradiology case conferences, neuropathology braincutting sessions, neurosurgery observation, and lectures in the Department of Medicine and Department of Psychiatry lectures as available. Fellows also have the opportunity to present to other disciplines and medical residents on topics of neuropsychological assessment, fostering interdisciplinary awareness.

A supervised training experience in a subspecialty area of neuropsychology at an outside setting is available to enhance the breadth of training during fellowship. Fellows are required to participate in a 3-month rotation at the Rehabilitation Hospital of the Pacific, an acute rehabilitation center providing services specifically designed to meet the rehabilitation needs of individuals who have suffered injuries or illnesses such as brain injury, spinal cord injury, stroke, amputation, neurological disorders, and orthopedic injury and multiple traumas. Training in this setting is focused on the provision of assessment as well as rehabilitation strategies in an inpatient setting under the supervision of a board-certified neuropsychologist. This rotation provides the fellow with the opportunity to gain experience in rehabilitation and behavioral management strategies and practices.

The primary training method is supervised service delivery with direct patient care. However, fellows' service delivery activities are intended to be primarily learning oriented and training considerations are given precedence over service delivery and revenue generation. Each fellow receives at least 4 hours of training per week, with a minimum of at least 2 hours involving individual, face-to-face supervision. In addition, fellows have access to supervisor consultation and intervention as needed. Educational and training activities also comprise a large portion of the fellow's training and are designed to be cumulative, graduated in complexity, and structured.

The Clinical Neuropsychology Fellowship Program is housed within the Neuropsychology Service of the Department of Behavioral Health. The Neuropsychology Service is composed of three neuropsychologists, two who are board-certified in Clinical Neuropsychology through the American Board of Clinical Neuropsychology, an adjunct faculty member who is also board-certified in Clinical Neuropsychology, two master's level psychometrists, and clerical support. The Neuropsychology Service serves recipient young adult to geriatric populations. Diversity is represented within each of the populations, including ethnicity, race, gender and SES level. The population served at TAMC is ethnically diverse, reflective of both the traditional military and local populations.

## **COMMON TRAINING EXPERIENCES**

All fellows spend up to 2 hours during an average week in common training experiences. This total increases to about 14 hours per week when they participate in 2-day visits by a distinguished visiting professor. Examples of training activities common to all fellows are described below:

### **Distinguished Visiting Professors 2014**

| <b>Name</b>                                  | <b>Topic</b>                                      |
|--|---|
| <b>Carol Falender, Ph.D.</b>                 | Competency-based Clinical Supervision             |
| <b>Jessica Henderson Daniel, Ph.D., ABPP</b> | Culturally Informed Therapy and Micro-aggressions |

Each training session by visiting professors is a 2-day experience and includes approximately 12 hours of seminar/workshop as well as opportunities for professional development as they interact with the distinguished professor.

### **Year-long Fellowship Seminar Series**

All Fellows Seminar (1 hour per week)

Fellows participate in a weekly yearlong Seminar Series. This seminar covers four

competencies common across fellowships: ethics, cultural diversity, supervision and program development and evaluation. Although the Director of Training, Psychology Graduate Health Education Programs has overall responsibility for the seminar, the fellows are also involved in planning and conducting presentations during this seminar.

1. The ethics seminar series focuses on ethical practice and ethical conflicts in psychology. The seminar is conducted as an interactive discussion of relevant topics, and fellows are encouraged to think critically about ethical challenges and reflect on their own practices from an ethical standpoint.
2. Fellows also participate in a cultural diversity seminar series in which various topics are discussed, including diverse ethnic and cultural groups, sexual orientation, disabilities, and military culture and considerations when planning interventions and assessment strategies. Fellows also participate in a supervision series which covers a developmental model of supervision, assessment and evaluation of trainee's strengths and needs, collaborative agreements, structuring supervision sessions, diversity issues in the supervisory relationship and ethical and legal considerations in clinical supervision.
3. The program development and evaluation seminar series includes topics of conceptualizing goals, objectives and outcomes in planning programs, internal and external assessment, using needs assessment to span the gaps and evaluating outcomes and reporting.
4. Fellows participate in weekly didactic seminars in each respective specialty practice area (refer to specialty handbooks).
5. Each fellow participates in case conferences with each specialty practice area.

### **Advanced Biopsychosocial Bases of Behavior/Psychopharmacology Training**

The TAMC Psychology Postdoctoral Fellowship Training Programs place a significant emphasis in the acquisition of knowledge of the Advanced Biopsychosocial Bases of Behaviors and psychopharmacology. This training experience is a 33-credit hour, graduate level series of courses, currently conducted by the University of Hawaii Hilo College of Pharmacy. Changes to the host training program may change between training cohorts given budget considerations; however, quality and consistency for each training cohort is paramount. Fellows who opt to complete this training in its entirety spend up to 8 hours per week in class throughout the fellowship. They are also responsible for related readings and outside-of-class assignments, which adds an additional 8-12 hours per week. This significant training experience reflects our programs' commitment to the biopsychosocial model of pathology and the notion that psychologists with advanced level training must thoroughly understand how physical factors and drugs of all kinds affect mental functioning.



Clinical Health Psychology Fellows have the option to complete all the course work and the practicum training required for a Masters Degree of Science in Psychopharmacology. The Clinical Health Fellows who do not choose the academic option are required to complete a research project. They also are required to complete three foundational psychopharmacology courses during their first year: Human Physiology, Integrated Pharmacotherapy I and Integrated Pharmacotherapy II.

The Psychopharmacology Program is offered to all fellows through the Clinical Health Psychology Postdoctoral Fellowship Program, but is neither a formal requirement nor an integrated activity in the Clinical Neuropsychology or the Clinical Child Psychology Fellowships. As such, Clinical Neuropsychology and Clinical Child Psychology fellows who are interested in this opportunity must be prepared to complete course work and practicum training after duty hours and beyond the requirements of fellowship training. This commitment would amount to an estimated eight to ten hours over the regular fellowship schedule. Fellows who cannot perform their regular duties of the fellowship may be counseled to withdraw from the Psychopharmacology Program in order achieve their fellowship's training objectives. Clinical Neuropsychology and Clinical Child Psychology Fellows are required to complete a research project.

## **APPLICATION/SELECTION PROCEDURES**

The selection procedures of military fellows and civilian fellows differ. The TAMC Postdoctoral Fellowship Programs in Clinical Child Psychology, Clinical Health Psychology, and Clinical Neuropsychology do not have direct input in the selection of military fellows.

### **Military Fellow Entry Criteria**

1. Applications for the fellowships are accepted from active duty United States Army clinical psychologists.
2. Entry into the fellowship is based upon completion of an APA accredited doctoral education and training program in clinical or counseling psychology. Fellows will also have successfully completed an APA accredited internship or a program acceptable to the Surgeon General of the Army. In all cases, candidacy for postdoctoral training must be based on demonstration of skills as a health services provider, and an interest in and capacity for the specialty practice area.
3. Applicants to the fellowship must possess an unrestricted license to practice psychology in one of the 50 states or the District of Columbia, must possess the 73B Specialty Skills Indicator (Clinical/Counseling Psychologist), and must meet other requirements for selection as determined by the Army Medical Department (AMEDD) Long Term Health Education and Training (LTHET) program based upon the discretion and guidance of the Psychology Consultant to the United

States Army Surgeon General. Most active duty Clinical Psychologists have an average of six years of independent practice. United States Army 73B psychologists interested in applying for the fellowship should obtain the most up to date instructions for application from the Long Term Health and Education Training Program (LTHET), Medical Service Corps, United States Army.

There are internet links to this LTHET information through the Army Medical Service Corps web page and the Army Knowledge Online Clinical Psychology (73B) web page.

4. Deadline for application is approximately May 1, but applicants should consult LTHET as application processes may change from year to year.
5. The fellowship will ordinarily begin on September 1 of the following year, but alternative starting dates may be possible to negotiate with the Director of Training of the respective specialty and the United States Army Psychology Consultant on an individual basis, depending on the unique circumstances of the fellow and the need of the Army. The application packet currently includes: DA Form 3838 Application for Professional Training, Commanders Height/Weight/Body Fat Standards and Army Physical Fitness Test Memorandum, undergraduate and graduate transcripts, a Department of the Army photograph online, a Memorandum of Recommendation from the Psychology Consultant to the United States Army Surgeon General, and an up to date Officer Record Brief/Official Military Record File on-line.

A Selection Board comprised of senior United States Army Medical Service Corps officers (usually including one psychologist) meets on or about the month following the application deadline.

6. Acceptance decisions are announced 60 to 90 days following.

### **Civilian Fellow Entry Criteria**

1. Click **here** to download the Postdoctoral Fellowship Application procedures and form or contact **[pedro.a.casas.mil@mail.mil](mailto:pedro.a.casas.mil@mail.mil)**.
2. Clinical and counseling psychologists are eligible to apply to the fellowship if they have completed an APA-accredited doctoral degree (Ph.D. or Psy.D.) and psychology internship from an APA-accredited program or program acceptable by the United States Army Surgeon General.
3. Applicants who have completed all academic requirements but do not yet have a doctoral diploma must submit a letter from the director of graduate studies verifying the completion of all degree requirements.

4. Persons with a Ph.D. in another area of psychology who meet the APA criteria for respecialization training in Clinical or Counseling Psychology are also eligible. Applicants must be U.S. citizens.
5. The deadline for application:. Due to budgetary constraints, civilian training positions are on hold for training cycle year 2014-2016.
6. As an equal opportunity training program, the fellowship strongly encourages applications from all qualified candidates, regardless of racial, ethnic, sexual orientation, disability or other minority status. TAMC is committed to providing access for all people with disabilities and will provide accommodations if notified within one week from interview by contacting the Director of Training, Psychology Graduate Health Education Programs at [pedro.a.casas.mil@mail.mil](mailto:pedro.a.casas.mil@mail.mil). Our policy is to select the best-qualified persons on the basis of ability, experience, education, and training, as related to the requirements of the specific position for which the applicant is being considered.
7. TAMC is an equal opportunity employer, dedicated to a policy of nondiscrimination in employment on any basis, including race, gender, age, religion, national origin, disability, sexual orientation, ancestry, or prior belief or activity.

## PROGRAM FACULTY

The fellowship faculty consists of military and civilian licensed psychologists assigned to TAMC. Additional training and supervisory experiences may be provided by other in-house psychologists and by other health care professionals on a contractual basis as appropriate. The Fellowship Faculty Committee meets weekly to discuss faculty and training concerns. The Committee provides guidance, planning, and ongoing evaluation of the program and assists in formulating policy and designing the curriculum.

Membership of the Fellowship Faculty Committee consists of 1) The Director of Training, Psychology Graduate Health Education Programs, 2) Chief, Multi-Disciplinary Behavioral Health Service Line, 3) Training Directors of the Clinical Child Psychology, Clinical Health Psychology, and Clinical Neuropsychology Postdoctoral Fellowship Programs and 4) faculty advisors of each specialty practice area. Other individuals substantially involved in training fellows may be invited to attend the meetings when appropriate. A fellow representative attends all training committee meetings. Names of faculty and their professional interests will be provided by contacting the Director of Training, Psychology Graduate Health Education Programs at [pedro.a.casas.mil@mail.mil](mailto:pedro.a.casas.mil@mail.mil).

## **SUPERVISION**

Fellows receive 4 hours of regularly scheduled supervision with a minimum of two hours of face-to-face individual supervision per week by licensed psychologists, depending on the specialty area. Fellows will receive one or more hours of group supervision per week depending on the specialty. Supervisors review clinical charts, observe sessions via video or telehealth modalities, and may join fellows during clinical work on occasion as part of the supervision process. As fellows rotate through specialty medical clinics, they are supervised by clinic staff. Supervision is scheduled in 1-hour increments and is monitored by the specialty practice area Director of Training for attendance and punctuality. In addition, fellows attend didactic weekly conferences and other training experiences as available (Distinguished Visitors Professors).

Through work with multiple role models, postdoctoral fellows gain an appreciation for differing perspectives and professional styles of functioning. In addition to formal and informal supervision experiences, fellows participate in 8 or more hours of structured learning activities per week, dependent on the week and the specialty area the fellow is pursuing.

These activities are listed for in the Fellowship Handbooks (Handbooks are available upon request).

Each Fellow has one primary supervisor for their specialty practice area training during their fellowship experience. They may also have additional psychologist supervisors depending on the specialty and the interests of the fellows. As noted previously, fellows may also have non-psychologist clinical supervisors as they rotate through medical clinics. Supervisors are also available for ad hoc consultations as the need arises via pager, in-person or telephone consultation. The appropriate supervising psychologist has responsibility for the clinical services provided by each fellow while at the same time working to facilitate the growth of the fellow's professional responsibility. Ultimately, the Director of Training and the Director of Training, Psychology Graduate Health Education Programs are responsible for the services provided by the fellow.

Provisions are made for emergency consultation and assistance in crisis intervention. This assistance is available from supervising faculty psychologists. All supervisors have email, voice mail and are required to carry pagers. Thus, they are accessible during clinic hours to fellows. In each specialty training area, at least one faculty member is available by page during clinic hours for the purpose of emergency consultation and intervention. Since TAMC is a military facility, accountability exceeds most standards. All supervisors are required to discuss emergency procedures with their staff and all persons in training.

## **EVALUATION OF FELLOW PERFORMANCE**

Postdoctoral fellows are formally evaluated twice a year, except Clinical Health Psychology Fellows who are evaluated at the midpoint (every three months) and end of their four six-month rotations. They receive written evaluations (see Specialty Practice Area Handbooks) from each supervisor they work with during the quarter, reviewing each training competency, as well as indicating strengths and weaknesses in clinical and academic areas, and goals for further training. The specialty area director of training discusses the evaluations and training goals with the fellow. This discussion forms the basis for considering changes in training goals or activities. A summary of this evaluation is documented and signed by both the Director of Training and the fellow. If desired, a fellow may attach his/her own written addendum to the evaluation for the faculty and Director of Training, Psychology Graduate Health Education Programs to review.

All evaluation forms are then forwarded, with written notes concerning training goals, to the Director of Training. Fellows are also asked to complete an evaluation of their experience during the rotation. Evaluation of a fellow's performance is an ongoing process. Scheduled evaluations are not meant to preclude providing the fellow feedback at any time throughout the training program. The progress of all fellows is regularly reviewed at the weekly faculty meeting. Evaluation methods and data used by the Fellowship Faculty to assess the fellows' attainment of the advanced knowledge, skills and abilities specified in the competency lists for each specialty area include: their attendance and participation at seminars, workshops and conferences, direct observation of assessment and treatment skills, written work samples, feedback from supervisors, didactic presentations given by the fellows, and daily interaction with patients and colleagues.

## **GRIEVANCE PROCEDURES**

### **Fellow Conflicts and Grievance Procedures**

If the fellow wishes to formally dispute a probationary action or training decision, the following grievance process and timeline will be initiated:

1. Departmental Remediation or Other Intra-Departmental Decision:  
Psychology Due Process Policy (request from Director of Training)
2. Disciplinary Matters and Insufficient Progress:  
Psychology Due Process Policy (request from Director of Training)
3. Complaints and Grievances Not Related to Training:  
This includes pay and personnel issues, sexual harassment, discrimination, etc.
  - a. Fellows are encouraged to first discuss any issue with the DOT or Director

of Training, Psychology Graduate Health Education Programs. Issues can best be resolved at this level and every effort will be made to affect a mutually agreeable solution.

- b. If the fellow is unable, for whatever reason, to resolve the grievance through the chain of supervision, he/she is encouraged to seek assistance through one or more of the individuals listed below, depending on the nature of the complaint.
  - TAMC Chaplain, 433-5727
  - TAMC Equal Opportunity Advisor, 433-5813
  - TAMC Inspector General (IG), 433-6619
  - TAMC Staff Judge Advocate (SJA), 433-5311
  - TAMC Military Personnel Officer, 433-9164
  - TAMC Provost Marshal, 433-4464
  - TAMC Alpha Company Commander, 433-9130

## **ATTENDANCE AND ABSENCES**

1. Fellows must complete 2 full calendar years of training. Personal leave may be granted when, in the judgment of the Director of Training, such absences do not interfere with a fellow's progress in the program. Ten duty days off may be granted per training year. Duty days are days in which the clinic is officially open. These 10 days normally are taken in the form of personal leave. Leave generally is not granted during the first 6 weeks or last 6 weeks of the fellowship. Because Army regulations compute leave on the basis of calendar days without regard for weekends and holidays, it is usually not efficient to take leave during the reduced Christmas holiday schedule, unless a fellow plans to be off island.
2. Fellows may be granted 5 working days of Permissive Temporary Duty (PTDY) for the purpose of attending professional workshops, meetings, or presentations per training year. These PTDYs are at no expense to the government. PTDY approval is granted by the Director of Training if it is deemed to contribute to the training goals of the fellow or the program. Days off for PTDY are not counted against the 10 days of personal leave during the training year. Training required of fellows as part of the program (such as attendance at local conferences, seminars), is not considered part of this 5 day PTDY allowance, or of the 10 days of leave during each training year.
3. All requests for leave, PTDY, TDY, or any other activities that take place away from the hospital are subject to recommendation for approval by the Director of Training.

## DUTY HOURS

1. Normal duty hours are 0730 hours to 1630 hours, Monday through Friday. **Fellows, however, can expect to work from 50 to 55 hours a week depending on their specific clinical rotation and their specific training goals.** Clinical Health Psychology Fellows who choose to pursue the Master's degree in Psychopharmacology, can expect on average to work more than 60 hours per week.
2. Military fellows may not "call in sick." To be excused from duty, a military fellow must see a physician during military sick call. The physician then decides whether the illness warrants being placed on quarters. Civilian fellows must communicate with the Director of Training in a timely manner, to be excused due to illness. In the event of extended illness, extension of the fellowship-training period may be required and decisions are made under appropriate guidelines by the Director of Training.
3. Fellows are encouraged to schedule necessary personal appointments at times that do not conflict with training activities. Any absence from the clinic or assigned place of duty must be cleared by the Director of Training. Fellows must account for their whereabouts through their Director of Training. All absences are subject to the final approval of the Director of Training, Psychology Graduate Health Education Programs, or other appropriate military authority.

## GRADUATES

| Training Cycle | Specialty         | Employment Post-program              |
|----------------|-------------------|--------------------------------------|
| 2007-2009      | Child Psychology  | Military (Army)                      |
| 2007-2009      | Health Psychology | Military (Army)                      |
| 2007-2009      | Health Psychology | Military (Army)                      |
| 2007-2009      | Neuropsychology   | Military (Army)                      |
| 2007-2009      | Neuropsychology   | Military (Navy)                      |
| 2008-2010      | Child Psychology  | Military (Army)                      |
| 2008-2010      | Child Psychology  | Military (Army)                      |
| 2008-2010      | Health Psychology | United States Public Health Services |
| 2009-2011      | Child Psychology  | Military (Air Force)                 |
| 2009-2011      | Health Psychology | Military (Air Force)                 |
| 2009-2011      | Health Psychology | Military (Marines)                   |
| 2009-2011      | Neuropsychology   | Military (Army)                      |
| 2010-2012      | Neuropsychology   | Military (Army)                      |

|           |                   |                         |
|-----------|-------------------|-------------------------|
| 2010-2012 | Child Psychology  | Community Health Center |
| 2010-2012 | Child Psychology  | Private Practice        |
| 2010-2012 | Health Psychology | Military (Army)         |
| 2010-2012 | Health Psychology | Civilian Hospital       |
| 2011-2013 | Child Psychology  | Community Health Center |
| 2011-2013 | Health Psychology | Military (Army)         |
| 2011-2013 | Health Psychology | Military (Army)         |
| 2011-2013 | Health Psychology | Veterans Administration |
| 2011-2013 | Health Psychology | Veterans Administration |

## STIPEND

The stipend for the civilian fellow is \$54,000 plus benefits.

## ACCREDITATION STATUS

The TAMC Clinical Health Psychology and the Clinical Neuropsychology Fellowship Programs are accredited as separate postdoctoral programs by the APA CoA until 2021.

The Clinical Child Psychology Fellowship was placed on inactive status because the program did not admit any child fellow beginning with training cycle 2012-2013 and 2013-2015. The re-accreditation for the Child Psychology Fellowship is pending. The APA can be contacted at:

**The Office of Program Consultation and Accreditation.**  
**750 First Street, NE, Washington, DC 20002-4242**  
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We are also a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). They can be contacted at:

**APPIC Central Office**  
**10 G Street, NE Suite 440**  
**Washington DC 20002**

<http://www.appic.org/>  
**Phone: 202-589-0600 Fax: 202-589-0603.**

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